MINUTES

Kentucky Community and Technical College System
Board of Regents Meeting
February 21, 2003

Board Members Present:

Ms. Cynthia L. Read, Board Chair	Ms. Cynthia E. Fiorella
Dr. Joseph B. Wise, III, Board Secretary	Ms. Martha C. Johnson
Ms. Donna J. Bartlett	Ms. Penelope S. Logsdon
Mr. Richard A. Bean	Mr. Mark A. Powell
Mr. William E. Beasley	Ms. Ida N. Tompkins

Board Members Absent:

Ms. Lorna D. Littrell, Board Vice Chair	Dr. John F. Hanel
Ms. Pamala J. Dallas	Mr. Henry L. Jackson

CALL TO ORDER

Board of Regents Chair Read called to order the meeting of the Kentucky Community and Technical College System Board of Regents at 12:13 p.m. (CT), February 21, 2003, in Technology Center Room 210, Hopkinsville Community College, Hopkinsville, Kentucky. She announced that the press was notified of the meeting on February 11, 2003, and that Hon. Beverly Haverstock, KCTCS General Counsel, would serve as parliamentarian.

Chair Read reported that a special election was held to fill the vacancy left by Ms. Roxanna Gay's resignation as the technical college student representative to the Board. Ms. Donna J. Bartlett was elected to finish the term of Ms. Gay, which expires June 30, 2003. Ms. Bartlett is a web page design student at West Kentucky Technical College and currently has a 4.0 GPA. On February 20, 2003, a new regent orientation was conducted for Ms. Bartlett, and The Honorable James G. Adams Jr., District Court Judge, 3rd Judicial District, Division 1, administered the Kentucky Oath of Office to Ms. Bartlett.

There being a quorum present, Board business began with the approval of the minutes from the last meeting.

APPROVAL OF MINUTES

MOTION: Ms. Fiorella moved that the minutes be approved. Mr. Powell seconded the motion.

VOTE: The minutes were approved unanimously.

ADDITIONS OR CHANGES TO THE AGENDA

By unanimous consent, the Academic Affairs and Curriculum Committee report was moved to the first agenda item. Also by unanimous consent, Agenda Item J-5, "Update: Kentucky Plan For Equal Opportunities," was added to the agenda.

INTRODUCTION OF GUESTS	Chair Read welcomed to the meeting Ms. Elaine Spalding, Paducah Chamber of Commerce, and Ms. Jean Soyars, Hopkinsville Community College Board of Directors Chair.
MEETING HOSTS	Chair Read thanked the meeting hosts, Dr. Bonnie Rogers, President/CEO of Hopkinsville Community College and Hopkinsville Community and Technical College District, and her staff, for their hospitality and for hosting the Board at dinner. She expressed appreciation to Ms. Cheryle Dymek and Ms. Carol Kirves for their assistance with the meeting logistics. She also thanked Mr. William Turner, Hopkinsville Community College History Professor and Hopkinsville-Christian County Historian, for sharing his gift of storytelling and his knowledge about the evolution of education in the Hopkinsville area, including the culture and history surrounding it.
COLLEGE WELCOME	Dr. Rogers welcomed the Board of Regents to Hopkinsville Community College and to the Hopkinsville community. She highlighted various characteristics of the college as well as recent activities, accomplishments, and partnerships. Ms. Alissa Young, Hopkinsville Community College Associate Professor and Fine Arts and Humanities Division Chair, also brought greetings to the Board. Ms. Young teaches communications and is the assistant coach of the Hopkinsville Community College Speech Team.
ACADEMIC AFFAIRS AND CURRICULUM COMMITTEE REPORT	Academic Affairs and Curriculum Committee Vice Chair Logsdon presented the committee's report to the Board of Regents. Vice Chair Logsdon excused herself from the meeting after presenting the committee's report.
ACTION: RATIFICATION OF NEW CREDIT CERTIFICATE PROGRAMS	RECOMMENDATION: That the Board of Regents ratify the approval of the new credit certificate programs listed in the agenda book. Most of the certificates under consideration are embedded in other programs. Some are the result of "rolling over" an existing curriculum to a new integrated curriculum with multiple exit points. All certificate programs included on the list are applicable toward at least one degree program; additional resources are not required for their implementation. They meet all KCTCS program approval policies and procedures, the *KCTCS Policy on Collaborative Program Development*, the *KCTCS Policy on Inter-Branch Transfer of Credit*, and all applicable Council on Postsecondary Education policies and procedures. MOTION: On behalf of the Academic Affairs and Curriculum Committee, Ms. Logsdon moved that the recommendation be approved. VOTE: The motion was approved unanimously.

ACTION: KCTCS COLLEGES' CANDIDATES FOR CREDENTIALS

RECOMMENDATIONS:

- That the Board of Regents approve the awarding of KCTCS colleges' candidates for degrees and diplomas and ratify certificates with the credentials (degrees, diplomas, and certificates) to be awarded to the candidates upon certification that the requirements have been satisfactorily completed (see agenda materials pages 129 to 166).

- That the Board of Regents approve the awarding of associate degrees to KCTCS community college candidates who have met all requirements for programs approved by the University of Kentucky Board of Trustees, with the degrees to be awarded to the candidates by UK upon certification that degree requirements have been satisfactorily completed (see agenda materials pages 129 to 166).

For the period November 2, 2002, through January 20, 2003, there were 819 credential requests. Of that number, there were 280 certificates, 143 diplomas, 124 associate in arts degrees, 64 associate in science degrees, 193 associate in applied science degrees, and 15 associate in applied technology degrees requested.

An update on the number of credentials awarded will be given at the next meeting.

MOTION: On behalf of the Academic Affairs and Curriculum Committee, Ms. Logsdon moved that the recommendation be approved.

VOTE: The motion was approved unanimously.

ACTION: REVISIONS TO KCTCS BOARD OF REGENTS LIBRARY COLLECTIONS POLICY 4.1.1.3.5

RECOMMENDATION: That the KCTCS Board of Regents approve the proposed revision of *KCTCS Board of Regents Library Collections Policy 4.1.1.3.5.*

Expanding the policy from a community college policy to a comprehensive KCTCS policy will facilitate the library collection process to meet the Commission on Colleges of the Southern Association of Colleges and Schools (SACS) standards for KCTCS colleges intending to apply for SACS accreditation.

MOTION: On behalf of the Academic Affairs and Curriculum Committee, Ms. Logsdon moved that the recommendation be approved.

VOTE: The motion was approved unanimously.

UPDATE: CERTIFICATE PROGRAMS PROPOSED BY UNIVERSITIES

Ms. Logsdon reported that universities developing new sub-associate certificate programs for academic credit are required to consult with KCTCS, using procedures approved by the Council on Postsecondary Education. KCTCS also participates in the review of associate degree programs developed by its eight sister institutions.

Between November 1999 and January 2003, five certificates have been submitted from the universities to KCTCS for review. The university certificates include Eastern Kentucky University's certificates in Accounting, Public Child Welfare, Real Estate, and Women's Studies and Northern Kentucky University's certificate in Construction Management, Architectural Drafting.

ADDITION TO THE AGENDA:

UPDATE: KENTUCKY PLAN FOR EQUAL OPPORTUNITIES

Ms. Logsdon noted that KCTCS Chancellor Keith Bird and KCTCS Vice President Candace Gosnell updated the committee on the *Kentucky Plan for Equal Opportunities.* The current *1997-2002 Kentucky Plan for Equal Opportunities* (Kentucky Plan or Plan) has been extended to July 2004 to give the United States Department of Education Office of Civil Rights an opportunity to review Kentucky's progress toward the Plan's goals. Under the existing Plan, CPE reports data for a consolidated college as two or more separate colleges and sets objectives based on data that are two years old. Regarding the new Plan, KCTCS staff is working with CPE to ensure that data for a consolidated college are reported as a single institution instead of as two or more separate colleges.

Currently, 10 KCTCS community colleges and one technical college have achieved automatic eligibility to begin new programs as a result of continuous progress made in three or more of the four objectives. Two community colleges and five technical colleges are eligible to apply for quantitative waivers because they achieved two of the Plan's four objectives. One community college would need to apply for a qualitative waiver because it achieved continuous progress in fewer than two of the four objectives.

The technical colleges that are in the process of consolidation were reported separately by CPE; however, many had continuous progress reported under the community college in their respective district. Of the three stand-alone technical colleges, one is automatically eligible to begin new programs; the other two would need quantitative waivers.

CONSOLIDATION PRESENTATIONS

KCTCS President Michael B. McCall noted that after today's consolidation presentations, the Board would have only three more Stage III or Stage IV presentations to consider. The remaining colleges comprise the community and technical college districts of Elizabethtown, Jefferson, and Maysville.

RESOLUTION APPROVING THE PURSUIT OF SINGLE ACCREDITATION (SACS) AND THE CONSOLIDATION OF ASHLAND COMMUNITY COLLEGE AND ASHLAND TECHNICAL COLLEGE

RECOMMENDATION: That the KCTCS Board of Regents adopt the proposed *Resolution Approving the Pursuit of Single Accreditation (SACS) and the Consolidation of Ashland Community College and Ashland Technical College*.

Dr. Greg Adkins, President/CEO of Ashland Community College and Ashland Community and Technical College District, introduced Mr. Stu Taylor, Acting Director of Ashland Technical College, who assisted with the presentation. Dr. Adkins also introduced and complimented Mr. Jerry Middleton, Ashland Technical College Coordinator of Institutional Planning, Research, and Effectiveness, and Mr. Steve Flouhouse, Ashland Community College Coordinator of Institutional Planning, Research, and Effectiveness, for their excellent work. Dr. Adkins noted that scheduling conflicts prevented members of the colleges' local boards and the foundation board from attending the Board of Regents meeting in support of the colleges' consolidation and single accreditation.

Dr. Adkins and Mr. Taylor outlined the consolidation and single accreditation theme of unification and the process used to bring about unification related to single accreditation and consolidation. It was noted that an image statement has been adopted for the consolidated, singly accredited college, which includes a commitment to provide lifelong learning for a diverse community and to provide an open, comprehensive, and quality educational experience that is affordable and accessible.

The Board of Regents endorsed the concept of the colleges' community-driven single accreditation and consolidation pursuits October 4, 2002. The colleges hosted a public information forum October 29, 2002. At this Board meeting, the colleges are seeking final Board approval for the community-driven endeavors that would result in complete consolidation on July 1, 2003.

Currently, the colleges have two campuses; a third campus, EastPark, is under construction. Total combined fall 2002 enrollment was 3,664 in more than 120 program offerings. The comprehensive community and technical college resulting from the consolidation and single accreditation of Ashland Community College and Ashland Technical College would have a total combined budget over $22 million. Already the colleges have consolidated several functions, services, or programs, including office systems; library services; marketing and public relations; institutional planning, research, and effectiveness; and bookstore operations. The colleges also have developed a Memorandum of Agreement Plan, an Articulation Agreement for General Education, and, most recently, established a Consortium Agreement and Procedures.

Support for the consolidation and single accreditation of Ashland Community College and Ashland Technical College includes several resolutions passed by entities associated with the colleges, including the Ashland Community College Board of Directors, the Ashland Technical College Advisory Board, and the colleges' foundation board. An Ashland District Resolution also has been adopted. It was reported that 96 percent of faculty and staff support the consolidation and single accreditation of the two colleges. External support for the endeavors also was expressed via 113 letters from business and industry, civic organizations and foundations, education entities, governmental and elected officials, and healthcare professionals.

The college leadership and administrative organization for the consolidated, singly accredited college would include one board of directors, one college president, one presidential administrative cabinet, and one college council. The college administrative units were approved by 95.5 percent of the faculty and staff and include the following units: instruction; Center for Community, Workforce, and Economic Development; student services; administrative support services; financial affairs; and institutional advancement. The presidential administrative cabinet would include the leaders of the administrative units along with the leaders of media and public relations and institutional planning, research, and effectiveness. The college council membership would comprise a broad cross-section of the consolidated college and would recommend policies and procedures, establish academic and social calendars, review grant proposals, review budget requests, suggest components of the strategic plan, monitor accreditation activities, and receive recommendations and reports from standing committees.

The colleges submitted a prospectus requesting single accreditation to the Commission on Colleges of the Southern Association of Colleges and Schools (SACS) in September 2002. SACS accepted the prospectus at its December 2002 meeting. A site visit is anticipated during late summer 2003.

MOTION: Ms. Johnson moved that the resolution be adopted. Ms. Tompkins seconded the motion.

VOTE: The motion passed unanimously.

RESOLUTION APPROVING THE PURSUIT OF SINGLE ACCREDITATION (SACS) AND THE CONSOLIDATION OF PADUCAH COMMUNITY COLLEGE AND WEST KENTUCKY TECHNICAL COLLEGE

RECOMMENDATION: That the KCTCS Board of Regents adopt the proposed *Resolution Approving the Pursuit of Single Accreditation (SACS) and the Consolidation of Paducah Community College and West Kentucky Technical College.*

Dr. Barbara Veazey, President/CEO of Paducah Community College and West Kentucky Community and Technical College District, introduced those present to support the consolidation and single accreditation of Paducah Community College and West Kentucky Technical College (see Attachment A).

Dr. Veazey provided an overview of the two colleges' history, including changes in the colleges' names, governance structures, and locations. She also

highlighted community-driven efforts to pursue single accreditation with SACS and to consolidate the colleges' functions, services, and programs. The values identifying the proposed, consolidated, and singly accredited college include placing students' needs first; valuing all employees; responding immediately to community needs; maintaining a commitment to quality and excellence; and creating an environment of trust, respect, and openness.

The KCTCS Board of Regents endorsed the colleges' consolidation on June 18, 1999, and gave permission for the colleges to host a public information forum, which was held April 27, 2000. Several concerns were expressed at the forum, including the need for more openness, trust, and communication; employee rights and workload equity; preservation of both colleges' heritage; curriculum duplication; and local college board consolidation.

Resolutions supporting the colleges' consolidation and single accreditation have been adopted by several entities. In November 2001, the Paducah Junior College, Inc. and the West Kentucky Advisory Committee adopted resolutions endorsing the appointment of a single local board of directors for the colleges, the "West Kentucky Community and Technical College District Board of Directors." In December 2001, the Board of Regents approved the request of the colleges' local boards regarding consolidating into one, districtwide board. The Paducah Junior College, Inc. and the West Kentucky Advisory Committee consolidated into one board of directors in April 2002. The Paducah Junior College, Inc. will serve as the single foundation for the consolidated college under an agreement meeting criteria specified by KCTCS policies and guidelines.

In January 2003, the West Kentucky Community and Technical College District Board of Directors adopted a resolution supporting the colleges' consolidation and single accreditation. Additional community support for the colleges' consolidation and single accreditation has been expressed by the Paducah Area Chamber of Commerce, the Greater Paducah Economic Development Council, the Business Education Partnership, the Purchase Area P-16 Council, area school districts, area businesses and industries, and state and local elected officials.

To facilitate the consolidation and single accreditation process, a consolidation steering committee was appointed. An action team was formed for each of the following: academic affairs; administrative affairs; business affairs; student affairs; workforce development; and one to develop a mission and purpose for the consolidated college. Representatives from all areas of both colleges comprise the membership of the steering committee and action teams. A comprehensive strategic plan serving as the blueprint for the management team and five operational units (academic affairs; student affairs; business affairs; workforce development; and institutional planning, research and effectiveness) was developed.

Dr. Veazey noted that a letter of intent was submitted to SACS in June 2002 regarding the colleges' consolidation and single accreditation plans. In December 2002, SACS accepted the college's prospectus requesting single accreditation. A SACS site visit is anticipated in early fall 2003. Provided final Board of Regents approval by adoption of the proposed resolution, Paducah Community College and West Kentucky Technical College hope to be a fully accredited, consolidated, single institution in December 2003. Together, the colleges offer more than 160 programs and had a combined fall 2002 headcount enrollment of 5,845. It is anticipated that the consolidated college's budget would be over $26 million.

MOTION: Mr. Beasley moved that the resolution be adopted. Ms. Bartlett seconded the motion.

VOTE: The motion passed unanimously.

The Board complimented Dr. Veazey for her leadership. Dr. Veazey expressed appreciation to the colleges' staffs for the hard work and team approach.

The Board recessed at 1:20 p.m. (CT) and reconvened at 1:35 p.m. (CT).

RESOLUTION APPROVING THE PURSUIT OF SINGLE ACCREDITATION (SACS) AND THE CONSOLIDATION OF PRESTONSBURG COMMUNITY COLLEGE AND MAYO TECHNICAL COLLEGE

RECOMMENDATION: That the KCTCS Board of Regents adopt the proposed *Resolution Approving the Pursuit of Single Accreditation (SACS) and the Consolidation of Prestonsburg Community College and Mayo Technical College.*

Dr. George Edwards, President/CEO of Prestonsburg Community College and the Big Sandy Community and Technical College District, introduced those present from the district to show support for the consolidation and single accreditation of Prestonsburg Community College and Mayo Technical College (see Attachment A).

The colleges serve five counties. In fall 2002, the colleges enrolled 4,170 students on four campuses: Mayo Technical College, established in 1938; Prestonsburg Community College, established in 1964; Mayo Technical College Hager Hill Extension, opened in 1995; and the Pikeville Campus, opened in 2000. The Pikeville Campus is a joint facility shared by both colleges. The colleges have a combined budget for fiscal year 2002-03 that totals more than $23 million.

Already, the colleges are partners at the Pikeville Campus. Other partnerships of the colleges include participation by both colleges in the hiring process of the Big Sandy Community and Technical College District CEO (Dr. Edwards), implementation of a combined budget, establishment of a joint foundation, consolidation of public relations functions, establishment of a joint planning process, implementation of a joint budget, consolidation of bookstore functions and services, consolidation of student services and functions, consolidation of recruiting functions, implementation of joint Office Systems programs at the Pikeville Campus, appointment of joint search and all-college committees, and establishment of a transitional organizational structure.

The consolidation and single accreditation focus of the colleges is "it's all about students." The colleges' goals of consolidation and single accreditation are to develop an integrated instructional system; to eliminate roadblocks to students; to become more comprehensive, seamless, and student-oriented; to provide accessible and convenient programs and services; to offer complementary academic and technical programs, while continuing to graduate successful students with marketable skills and continuing to promote life-long learning.

In June 2002, the colleges submitted a letter of intent to SACS regarding their pursuit of single accreditation. At the October 4, 2002, KCTCS Board of Regents meeting, the Board endorsed the colleges' community-driven efforts to consolidate and pursue single accreditation with SACS. In compliance with Board protocol, the colleges hosted a public information forum in November 2002. SACS accepted the colleges' prospectus regarding consolidation and single accreditation in December 2002. If granted final Board approval for consolidation and single accreditation, a SACS site visit would occur in late summer 2003 with final SACS approval regarding consolidation and single accreditation anticipated in December 2003.

More than 100 community members attended the public information forum hosted by the colleges. Twenty out of 21 speakers spoke favorably toward the consolidation and single accreditation of Prestonsburg Community College and Mayo Technical College. No community members spoke against consolidation. Additional support of the consolidation and single accreditation of the colleges has been expressed by the Mayo Technical College Advisory Board, the Prestonsburg Community College Board of Directors, the Big Sandy Educational Foundation Board, the Pikeville Campus Advisory Board, chambers of commerce, boards of education, city and county government officials, economic development entities, Congressman Hal Rogers, state and local elected officials, other postsecondary education institutions, and area businesses. Chair Read quoted student remarks made at the November 2002 forum, noting that the comments encapsulate why the Board is encouraging the consolidation and single accreditation of the colleges.

Dr. Edwards noted that he has met with all Mayo Technical College employees and has setup an office on the Mayo Campus in Paintsville. He also spoke with several community groups and conducted an interview with a local newspaper. A fact sheet related to consolidation and single accreditation was distributed throughout the district and radio ads aired. These actions were taken to incorporate community-driven feedback and input into the consolidation and single accreditation process. It was noted that the colleges' leadership is committed to continue listening and to continue incorporating community feedback into the consolidation and single accreditation process.

A Consolidation Steering Committee has been formed to oversee the consolidation and single accreditation process. To assist the Steering Committee with its work, consolidation teams were appointed in the areas of academic affairs; business affairs; community and economic development; institutional, research, and planning; student services; public relations and marketing; library services; and information technology. The Steering Team and each consolidation team include faculty, staff, and administrators from both colleges. Some discussion areas being addressed by the Steering Committee and consolidation teams include the geographic dispersion of the colleges; communication issues; fostering community throughout the service region; examining resource differences; and recommending a name for the consolidated, singly accredited institution.

The organizational structure for the proposed, singly accredited college includes a president/CEO; a chief administrative officer; an Academic Affairs Executive Dean; a Student Affairs Dean; a Business Affairs Dean; and directors of community and economic development, information technology, institutional advancement, planning and research, as well as public relations and marketing; and a coordinator for the Pikeville Campus.

Mr. Dennis Dorton, a member of Prestonsburg Community College and Mayo Technical College local college boards, expressed his support of the colleges' consolidation and single accreditation efforts, noting that progress can be achieved only through change. He further noted that the consolidation and single accreditation could be achieved by building upon the rich heritage embodying the region and the colleges. The colleges' consolidation and achievement of single accreditation with SACS would result in a comprehensive community and technical college better able to effectively and efficiently meet the region's needs.

The Board asked whether there was a proposed name for the consolidated, singly accredited college. Dr. Edwards noted that several names have been suggested, and a final recommendation will be made in the future.

MOTION: Ms. Fiorella moved that the resolution be adopted. Mr. Powell seconded the motion.

VOTE: The motion passed unanimously.

Dr. Wise expressed sympathy to the Big Sandy area over the death of Dr. Margaret Louis, Director of Morehead State University at Prestonsburg.

CHAIR'S REPORT

Chair Read announced that the Council on Postsecondary Education, in conjunction with the Prichard Committee for Academic Excellence, has formed an "Institute for Effective Governance" to provide education for members of Kentucky's governing boards. The first institute will address presidential compensation and is scheduled May 19-20, 2003, and will follow the May 19 CPE meeting.

Chair Read reported that the Prichard Committee for Academic Excellence enlisted a group of education leaders at all levels, including KCTCS, to form an advocacy partnership, *Partners for Kentucky's Future*. The group's purpose is to provide unanimous support of education as a continuum and support for adequate funding at all levels of education. As such, the partners adopted a resolution (attached) that expresses the group's commitment to lifelong learning and adequate funding for education.

Chair Read reported that the major gifts campaign, *Fulfilling the Promise*, is progressing and that President McCall has completed 13 one-on-one executive awareness sessions with state leaders. He will conduct others through March. The KCTCS Foundation Board's next meeting is March 18, 2003, at the KCTCS System Office in Lexington.

Chair Read noted that Dr. Hanel and she participated in the KCTCS President's Leadership Seminar with a presentation on the role of the Board of Regents.

Chair Read appointed a nominating committee (Ms. Johnson, Ms. Dallas, Mr. Jackson, and Ms. Logsdon) to recommend a slate of officers who would serve from July 1, 2003 through June 30, 2005. The Board will elect officers at its May 16, 2003, meeting.

PRESIDENT'S LEADERSHIP FOCUS – SAIL

President McCall presented definitions, objectives, and measures for the annual leadership focus: **S**trategic **A**chievements to **I**nvest in **L**earning (SAIL). KCTCS will demonstrate **S**trategic **A**chievements to **I**nvest in **L**earning (SAIL) through significant progress consistent with the goals and priorities of the *KCTCS Strategic Plan 2000-2005, July 2002 Edition.* The progress will be reflected by success in four major resource areas: learning, financial, human, and information. The objectives are attached (Attachment B).

PRESIDENT'S REPORT

President McCall provided an update on current System activities, including enrollment management, retention, the compensation and classification plan, and plans to revise the strategic plan. The report in its entirety is attached (Attachment C) and is available at www.kctcs.edu/organization/board/meetings/.

EXECUTIVE COMMITTEE REPORT

Executive Committee Secretary Wise presented the committee's report to the Board of Regents.

EXECUTIVE SESSION: KRS 61.810 (1) (F) – INDIVIDUAL PERSONNEL MATTERS

On February 20, 2003, the Executive Committee met in executive session pursuant to KRS 61.810 (1) (f), "Individual Personnel Matters." No action needs to be brought before the Board as a result of the executive session.

*ACTION:
REVISIONS TO
KCTCS BOARD
OF REGENTS
MISSION
APPROVAL
POLICY 1.3.2.1.2*

RECOMMENDATION: That the KCTCS Board of Regents approve the proposed revisions of the *KCTCS Board of Regents Mission Approval Policy 1.3.2.1.2.*

The revision of *KCTCS Board of Regents Mission Approval Policy 1.3.2.1.2* expands the existing policy from a community college policy to a comprehensive KCTCS policy, facilitating the mission approval process and assuring continued compliance with SACS criteria. It was noted that the proposed policy was presented as an information item at the December 6, 2002, Board meeting.

MOTION: On behalf of the Executive Committee, Dr. Wise moved that the recommendation be approved.

VOTE: The motion passed unanimously.

*ACTION:
PROPOSED
NAME CHANGE
FOR ASHLAND
COMMUNITY
COLLEGE AND
ASHLAND
TECHNICAL
COLLEGE*

RECOMMENDATION: That the KCTCS Board of Regents approve the requests of the Ashland Community College Board of Directors and the Ashland Technical College Advisory Board to name the college resulting from the pursuit of single accreditation (SACS) and consolidation of Ashland Community College and Ashland Technical College the "Ashland Community and Technical College."

The KCTCS Naming Advisory Committee reviewed the request and recommends approval by the Board of Regents. Dr. Adkins provided an overview and justification of the name at the February 21, 2003, Executive Committee meeting. Endorsements were obtained from faculty and staff, the colleges' local boards, and locally elected officials (city and state). The new name would be effective July 1, 2003.

MOTION: On behalf of the Executive Committee, Dr. Wise moved that the recommendation be approved.

VOTE: The motion passed unanimously.

*ACTION:
REVISED
MISSION
STATEMENT FOR
ASHLAND
COMMUNITY
AND TECHNICAL
COLLEGE*

RECOMMENDATION: That the KCTCS Board of Regents adopt a revised mission statement for Ashland Community and Technical College that will serve the needs of the newly consolidated college, contingent upon the Board's approval of the name change of the college.

The proposed mission statement responds to a SACS requirement that a consolidated, comprehensive community and technical college have a mission statement that accurately describes the institution and its characteristics.

MOTION: On behalf of the Executive Committee, Dr. Wise moved that the recommendation be approved.

VOTE: The motion passed unanimously.

INFORMATION: PROPOSED NAME CHANGE FOR PADUCAH COMMUNITY COLLEGE AND WEST KENTUCKY TECHNICAL COLLEGE	The KCTCS Naming Advisory Committee received a request from Dr. Veazey asking that the name of Paducah Community College be changed to "West Kentucky Community and Technical College." Based upon the results of the colleges' extensive, inclusive, and exhaustive process followed to determine the proposed name, the KCTCS Naming Advisory Committee recommends approval of the name change request.

The proposed name was endorsed 100 percent by faculty, staff, and students on both campuses. The colleges' local boards also endorsed the proposed name, which embodies the spirit and vision of the new comprehensive community and technical college that Paducah Community College and West Kentucky Technical College have become while pursuing single SACS accreditation and consolidation.

Contingent upon legislative approval of the KCTCS Bill (House Bill 223), the proposed name will be presented as an action item at the May 16, 2003, Board of Regents meeting. |
INFORMATION: REVISED MISSION STATEMENT FOR WEST KENTUCKY COMMUNITY AND TECHNICAL COLLEGE	The proposed mission statement responds to a SACS requirement that a consolidated comprehensive community and technical college have a mission statement that accurately describes the institution and its characteristics. The proposed revised mission statement is contingent upon the Board's approval of the proposed name change. The revised mission statement will be presented as an action item at the May 16, 2003, Board meeting.
INFORMATION: PROPOSED POLICY ON HONORARY DEGREES	The new policy would authorize individual colleges to award honorary associate degrees in humane letters (honoris causa) to individuals who have contributed significantly to the awarding college or KCTCS. The approval process for the award culminates with KCTCS Board of Regents action. The proposed policy would bring consistency across the System for awarding honorary degrees. The proposed policy will be presented as an action item at the May 16, 2003, Board meeting.
UPDATE: 2003 LEGISLATIVE SESSION AGENDA	The Board discussed the implications of legislative actions being considered by the 2003 Kentucky General Assembly. KCTCS staff is working with the support of the Personnel Cabinet to propose legislation that would permit KCTCS employees participating in a 403(b) retirement plan to participate in the post-retirement insurance program offered to state employees.

FINANCE, TECHNOLOGY, AND HUMAN RESOURCES COMMITTEE REPORT

Finance, Technology, and Human Resources Committee Chair Bean presented the committee's report to the Board of Regents.

ACTION: RATIFICATION OF PERSONNEL ACTIONS

RECOMMENDATION: That the Board of Regents ratify the personnel actions listed in the agenda materials.

Mr. Bean noted that the open positions were advertised and followed equal opportunity guidelines for nondiscriminatory hiring practices.

MOTION: On behalf of the Finance, Technology, and Human Resources Committee, Mr. Bean moved that the recommendation be approved.

VOTE: The motion passed unanimously.

UPDATE: COMPENSATION AND CLASSIFICATION STUDY PHASE II

The Mercer Human Resources, Inc. full report and an executive summary on Phase I of the systemwide compensation and classification study was mailed to the Board of Regents February 6, 2003.

Since the adoption of the *KCTCS Board of Regents Resolution Endorsing the Development of a KCTCS Compensation and Classification Program* at the December 6, 2002, Board meeting, a Job Analysis Questionnaire has been distributed to KCTCS staff to gather data on job duties and responsibilities. The classification portion of the work should be complete by July 1, 2003, resulting in the consistent use of titles for all faculty and staff throughout KCTCS based on position responsibilities and/or academic rank. The compensation portion of the work will proceed with the identification of financial implications associated with the implementation of salary ranges for new job titles.

The full report, executive summary, and a question and answer document will be posted on the KCTCS website.

UPDATE: KCTCS QUARTERLY FINANCIAL REPORT

The Current Funds Revenue and Expense Report for the second quarter reflects total revenues of $251 million, 56 percent of the budgeted revenue and appropriated funds. The report also reflects current fund expenditures and contingency through the second quarter of the fiscal year of $213 million, 48 percent of the expenditures budgeted for the year. The Statement of Net Assets reflects the overall financial position of the System and includes assets, liabilities, and net assets. At the end of the second quarter, net assets total $414 million.

UPDATE: INFORMATION TECHNOLOGY	At the beginning of the spring 2003 term, email accounts were provided to all students taking one or more credits at KCTCS colleges; student feedback has been positive. Implementation of PeopleSoft 8.0 is progressing on schedule and under budget in partnership with the KCTCS application service provider, Crestone International. A "voice over internet protocol" (VOIP) telephone system is being implemented at all Owensboro Community and Technical College locations with other VOIP projects planned for the West Kentucky Community and Technical College District and the KCTCS System Office. Another initiative includes plans to have at least one low-cost, high quality H323 video facility operating in each college service area by the end of this calendar year. As part of the Metropolitan College in Louisville, the Council on Postsecondary Education is assisting with funding the project in the Jefferson service area.
UPDATE: KCTCS FOUNDATION, INC.	As part of the major gifts campaign, *Fulfilling the Promise*, the Foundation is considering investing in the Common Fund to increase the investing power of the KCTCS Foundation and the colleges' foundations. The Foundation plans to adopt an endowment policy similar to the one of KCTCS. Forty percent of the Board Division prospects for the campaign, who include only appointed Board members, have contributed over $16,000. It is anticipated that the Board Division will be complete by March 1, 2003.
INFORMATION: 2003-04 BUDGET DEVELOPMENT SCENARIOS	It was noted that this item was discussed as a committee-of-the-whole at the February 21, 2003, Finance, Technology, and Human Resources Committee meeting. All Board members participated in its discussion, which included the consequences of budget reductions and possible implications of future reductions; the lack of maintenance and operation funds for new buildings coming online; employee compensation issues; and possible ways of meeting budget requirements, including increasing tuition. At the May 16, 2003, meeting, the 2003-04 KCTCS Annual Operating Budget will be presented for approval. After the General Assembly approves a 2003-04 budget, a special Board meeting will be scheduled to provide guidance to staff regarding the development of the 2003-04 operating budget and to identify additional revenue sources, including a tuition increase. It was requested that the meeting be conducted via interactive video teleconference.
EXECUTIVE SESSION	MOTION: Ms. Johnson moved that the Board of Regents go into executive session pursuant to KRS 61.810 (1) (c), "Proposed or Pending Litigation," and KRS 61.810 (1) (f), "Individual Personnel Matters." Mr. Bean seconded the motion. VOTE: The motion passed unanimously, and the Board went into executive session at 2:40 p.m. (CT).

OPEN SESSION   The Board reconvened in open session at 4:09 p.m. (CT).

Chair Read reported that the Board discussed proposed or pending litigation as well as an individual personnel matter. As a result of the Board's discussion during the executive session, one item needed to be brought before the Board for further discussion or action.

MOTION: Mr. Bean moved that Dr. Michael B. McCall be provided with a 3 percent salary increase and an increase in additional health costs in line with all employees under the KCTCS personnel rules and that Dr. McCall be provided with a $10,000 nonrecurring merit bonus, which shall be paid in the fourth quarter. This merit bonus is contingent upon no state budget cut during 2002-03. Mr. Beasley seconded the motion.

Chair Read noted that during the executive session, the Board completed the annual performance evaluation of President McCall. The Board felt President McCall exceeded expectations in his accomplishments in the areas of collaboration, accreditation, retention, and efficiency. On behalf of the Board, Chair Read thanked President McCall for his leadership.

VOTE: The motion passed. Ms. Fiorella and Mr. Powell did not vote because the *KCTCS Board of Regents Bylaws* prohibit faculty and staff representatives from voting on issues related to individual compensation matters.

President McCall thanked the Board for its generosity and noted that it was a pleasure working with the Board and KCTCS.

NEXT REGULAR MEETING   Chair Read announced that the next regular Board of Regents meeting would be May 16, 2003, in the Ashland Community and Technical College District, Ashland, Kentucky.

ADJOURNMENT   MOTION: Mr. Powell moved that the Board of Regents adjourn. Ms. Johnson seconded the motion.

VOTE: The motion passed unanimously, and the meeting adjourned at 4:15 p.m. (CT).

5/16/03

Date Approved By The	Cynthia L. Read, Chair
KCTCS Board Of Regents	KCTCS Board of Regents

Joseph B. Wise, III, Secretary
KCTCS Board of Regents

Michael B. McCall, Ed.D.
KCTCS President

KCTCS Board of Regents
Meeting Guests – February 21, 2003

President's Cabinet

Dr. Michael B. McCall, President
Dr. Keith W. Bird
Mr. Timothy R. Burcham
Dr. Candace S. Gosnell
Ms. Beverly H. Haverstock
Mr. Jon S. Hesseldenz
Mr. J. Kenneth Walker

System Office Staff

Ms. Cynthia Ackley
Mr. Bryan Armstrong
Ms. Billie Hardin
Dr. Joan Lucas

Colleges

Ashland Community and Technical College
Dr. Greg Adkins
Mr. Steve Flouhouse
Mr. Jerry Middleton
Mr. Stu Taylor

Elizabethtown Community and Technical College District
Ms. Beth Jefferson
Dr. Thelma White

Hopkinsville Community College
Mr. Jonnie Blair
Ms. Cheryle Dymek
Mr. Bob Milam
Dr. Bonnie Rogers
Mr. William Turner
Ms. Alissa Young

Paducah Community College and West Kentucky Technical College
Ms. Sherry Anderson
Ms. Janett Blythe
Dr. Steve Freeman
Ms. Susan Graves
Dr. Paul McInturff
Dr. Nancy McMurtry
Dr. Ron McMurtry
Ms. Teresa Mayo
Mr. Paul Ross
Dr. Barbara Veazey

Prestonsburg Community College and Mayo Technical College
Dr. George Edwards
Ms. Margarita Hampton
Dr. Nancy Johnson
Ms. Linda Lyon
Ms. Teresa McCoart
Mr. Bobby McCool
Ms. Michelle Meek
Mr. David Pelphrey
Mr. Joe Sutton

Other Guests

Mr. Bruce Brockenborough, West Kentucky Community and Technical College District Board Chair
Mr. Bob Boduch, Mayo Technical College Advisory Board Chair
Mr. Dennis Dorton, Member of Prestonsburg Community College and Mayo Technical College Local College Boards
Ms. Jean Soyars, Chair, Hopkinsville Community College Board of Directors
Ms. Elaine Spalding, Paducah Chamber of Commerce President

Dr. Michael B. McCall, President
2003 Leadership Focus
SAIL

Strategic Achievements to Invest in Learning

The Kentucky Community and Technical College System (KCTCS) will demonstrate **Strategic Achievements to Invest in Learning (SAIL)** through significant progress consistent with the goals and priorities of the *KCTCS Strategic Plan 2000-2005, July 2002 Edition*. The progress will be reflected by success in four major resource areas: learning, financial, human, and information.

Learning Resources

OBJECTIVE: KCTCS colleges will respond to community needs through the expansion and development of innovative, high quality programs and collaboration between and among districts. KCTCS colleges will promote seamless pathways of educational opportunities that enhance the economic development of the Commonwealth.

STRATEGIC ACHIEVEMENTS in the following areas:
- Enrollment Management and Student Access
- Consolidation and Single Institutional Accreditation as well as programmatic accreditation
- Economic Development Initiatives
- Curriculum and Program Development/Revisions
- Student Transfer Options
- Partnerships

TO INVEST IN LEARNING demonstrated by the following:
- Sustain enrollment growth and increase retention.
- Continue progress toward consolidations/single accreditation in seven districts.
- Expand business training and other economic development initiatives.
- Update programs to reflect the needs of employers and improve competencies of students.
- Promote seamless education opportunities for students through increased transfer options and increase student transfers to four-year institutions.
- Increase access to education and training in high demand/high wage career pathways for low income and under prepared students.

Human Resources

OBJECTIVE: KCTCS colleges will focus on the redefinition of the Strategic Plan priority to identify and address major issues related to faculty and staff personnel policies and procedures.

STRATEGIC **A**CHIEVEMENTS in the following areas:
- Staff Classification Structure
- Compensation Plan
- Learning Centeredness
- Diversity Programs

TO **I**NVEST IN **L**EARNING demonstrated by the following:
- Complete the classification structure by mapping over 1,900 full-time and part-time staff.
- Develop the compensation plan into an appropriate salary schedule and address the financial implications of implementing the salary schedule.
- Support professional development of faculty and staff to foster student learning and the learning college.
- Implement systemwide diversity programs.

Information Resources

OBJECTIVE: KCTCS colleges will develop and implement information systems that provide responsive processes, procedures, and services in a management information system and performance indicators.

STRATEGIC **A**CHIEVEMENTS in the following areas:
- Information Management
- Performance Indicators
- H323 Interactive Video
- Technology Program Development

TO **I**NVEST IN **L**EARNING demonstrated by the following:
- Develop a management information system that enhances information collection for decision-making.
- Assess performance indicators and quality measures for continuous improvement.
- Expand access to program offerings and administrative services using interactive video.
- Expand information technology programs to encourage innovative curriculum.

Financial Resources

OBJECTIVE: KCTCS colleges will continue the effective use of existing fiscal and physical resources and seek funding to enhance and support projects and programs.

STRATEGIC **A**CHIEVEMENTS in the following areas:
- Resource Development
- Strategic Needs Analysis (SNA)
- Funding Allocation Model

TO **I**NVEST IN **L**EARNING demonstrated by the following:
- Increase external funding through private, federal and state contract and grant awards.
- Develop funding priorities based on needs analyses to plan the biennial budget.
- Provide equitable allocation of funding for the colleges.

President's Report

Board of Regents Meeting
February 21, 2003

KCTCS
Kentucky Community & Technical College System
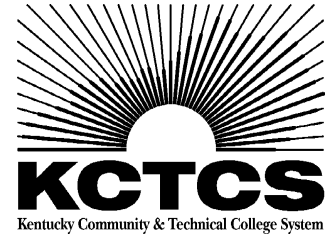
Hopkinsville Community and Technical College
Hopkinsville, Kentucky

The following information provides updates on the efforts to accomplish the
KCTCS GOALS *as outlined in the **2000-2005 Strategic Plan, July 2002 Edition**.*

STUDENT ACCESS, SUCCESS, and SERVICES

KCTCS colleges will increase student access and promote student success through responsive,
innovative student support programs and services.

Enrollment Management
As of February 18, 2003, the spring 2003 enrollment is 52,915, a 5 percent increase when
compared to a similar time period last year (50,252 on February 18, 2002). The CPE reporting
date for spring 2003 enrollments is April 1, 2003. The official spring 2002 enrollment was
56,582.

Retention
The KCTCS retention rate from fall 2001 to fall 2002 was 55.4 percent, exceeding the CPE goal
of 53.6 percent. The retention goal set by CPE considers first-time students who continue into
the next fall term or graduate with a certificate or diploma.

Adult Education Online Curriculum
Nine KCTCS developmental education faculty are using the Department for Adult Education and
Literacy's (DAEL) web-based PLATO curriculum to provide remediation to students in 12
developmental reading, English, math, and Academic Related Instruction courses this spring
semester. The students in these courses are dual enrollments for both KCTCS and DAEL
providers. KCTCS, DAEL, and the Kentucky Virtual University are working closely to develop
the necessary electronic interfaces before rolling out this opportunity to additional colleges and
faculty.

Ready-to-Work (RTW)
During the fall 2002 term, KCTCS colleges recruited and/or served 1,219 Kentucky Transitional
Assistance Program (KTAP) students and 190 eligible Transitional Assistance for Needy

Families (TANF) students and are actively engaging or serving 1,096 of those through the Ready-to-Work program. This is an increase over the number recruited and served during this same time period in 2001, which indicates a continuous increase in RTW numbers. Of these students, 452 participated in RTW work-study.

The percentage of RTW students returning to college for the fall 2002 term from the spring 2002 term was 75 percent, exceeding the retention rate for the colleges in general. The average grade point (GPA) for RTW students was 2.7 compared to an average of 2.5 for the colleges as a whole. Sixty-two percent of the RTW students exceeded the colleges' overall GPA. In the fall 2002 term, 38 RTW students and 11 former RTW students graduated.

To date, 90 computers have been donated to Ready-to-Work participants from the KCTCS surplus computer inventory. These donations are made via a partnership among the various college foundations, the KCTCS Institutional Advancement Office, and the KCTCS Facilities Management Office.

Transfer and Articulation
Articulation agreements have been finalized with the following programs and four-year institutions:

- Respiratory Care, Bellarmine University
- Information Technology and Telecommunications, Murray State University
- Organizational Leadership, Northern Kentucky University (articulates any AA, AS, or AAS)
- Radiography, Morehead State University

Distance Learning
The KCTCS/West Virginia Partnership has resulted in West Virginia community colleges enrolling 290 students in 37 KCTCS online courses for spring 2003, resulting in course enrollments of 375. This enrollment increase of 140 students represents a 60 percent increase from the 235 course enrollments in fall 2002. West Virginia community college faculty and staff have been invited to participate in the KCTCS Collaborative Online Peer Program.   Involvement in the peer program provides interested faculty and staff the opportunity to observe online teaching and learning. Participants are enrolled as "guests" in KCTCS online courses and will interact with KCTCS faculty to support student learning.

KCTCS online programs continue to attract students with a preliminary spring 2003 count of 6,800 enrollments in systemwide and local online courses and 6,050 enrollments in web-enhanced courses. These totals represent 1,650 more enrollments in online courses than fall 2002 for a 32 percent increase. Enrollments in web-enhanced courses increased 1,400 for a 30 percent increase.

The KCTCS distance learning website www.kctcs.edu/distancelearning has been updated to provide faculty, students, and colleges with student support information and course requirements for all 18 online programs.

PROGRAM QUALITY and EFFECTIVENESS

In response to community needs, KCTCS colleges will expand and develop innovative, high quality programs incorporating the best practices of teaching and learning.

Microsoft Information Technology Academy

The Kentucky Community and Technical College System was named a Microsoft Regional Information Technology (IT) Academy. The Microsoft IT Academy, housed at Jefferson Community College, will provide training for local Microsoft academies within Kentucky and Indiana. This training will be to educate and mentor teachers in technologies that lead toward Microsoft Certifications in Networking.   The official Microsoft curriculum will then be used to teach local instructors. All local academies in Kentucky and Indiana will be the responsibility of the KCTCS Microsoft Regional Academy. Training will begin during the summer of 2003.

Kentucky Information Technology Center Workshops

During December 2002 and January 2003, the Kentucky Information Technology Center held five workshops with a total of 68 people attending. These workshops were in the following subject areas: Windows 2000 Server/Professional, Macromedia Integration, Windows 2000 Active Directory Services (2), and A+ Certification. They were held in Louisville, Northern Kentucky, Lexington, and Hopkinsville.

Online Medical Nurse Aide Program

KCTCS and its partners, the Kentucky Department of Education, Division of Career and Technical Education (KDE/CTE); Workforce Development Cabinet, Department of Technical Education (WDC/DTE); the Kentucky Virtual University; and the Kentucky Virtual High School have received a $10,000 Health Career Virtual Learning Project grant to mount an online Medicaid Nurse Aide (MNA) program. The online delivery format will meet the same federal and state program requirements as present campus-based MNA programs and is expected to address the statewide shortage for trained Medicaid Nurse Aide personnel in health care facilities.

PROFESSIONAL and ORGANIZATIONAL DEVELOPMENT (SAIL)

KCTCS colleges will invest in the development of faculty and staff and will support dynamic, unified, healthy, and rewarding campus environments.

Compensation and Classification Study – Phase I

Mercer Human Resource Consulting has issued the "Consultant Report on the KCTCS Compensation and Classification Study – Executive Summary and Full Report, December 2002." This report on Phase I of the study will be posted on the KCTCS web page. Copies have been mailed to the members of the Board of Regents and are to be distributed to each college president/CEO.

Additionally, a "Question and Answer" document on the KCTCS Compensation and Classification Study has been posted on the web and distributed to the colleges to assist with

communicating this important initiative. A copy of the "KCTCS Compensation and Classification Study Question and Answer" document is attached.

Society of Educators and Scholars
KCTCS is hosting the 26th International Society of Educators and Scholars Conference in Louisville at the Brown Hotel, April 3-5, 2003. The conference theme is "Colleges for the 21st Century." The conference is co-sponsored by the Jefferson Community and Technical College District. Approximately 22 KCTCS faculty have received in-state scholarships and will present papers. The conference will include 55 concurrent sessions and 84 presenters. A total of 130 scholars are expected to attend.

President's Leadership Seminar
The third annual President's Leadership Seminar was held January 21-23, 2003, at the Hyatt Regency, Lexington. KCTCS President Michael B. McCall and Dr. Jeff Hockaday, nationally recognized educator, led the 27-member class. Other presenters included Dr. George Boggs, president and CEO of the American Association of Community Colleges (AACC); Dr. Edwin L. Barnes, retired president of New River Community College, Dublin, VA; Dr. Larry R. Donnithorne, president of Colorado Christian University in Denver, CO; Dr. Joy S. Graham, former assistant chancellor for public affairs for the Virginia Community College System; and Dr. James L. Moore III, assistant professor in counselor education at The Ohio State University.

One hundred percent of the leadership class who responded to the evaluation stated they were "very satisfied" with the seminar. A spring follow-up meeting is scheduled for March 26-28, 2003, at the KCTCS System Office.

COMMUNITY/ECONOMIC DEVELOPMENT and PARTNERSHIPS
KCTCS colleges will strengthen the economic development of our communities and state by expanding educational opportunities, improving outreach services, and creating new partnerships.

Cisco Systems Inc. Partnership
On January 15, 2003, President McCall and Mr. John Morgridge, chair of Cisco Systems Inc., hosted a celebration of the successes of the Cisco Networking Academies and partnerships with the Kentucky Department for Technical Education and the Kentucky Department of Education. The celebration included a reception at Jefferson Community College-Southwest, dinner with Governor Patton other guests at the Governor's Mansion, and a breakfast meeting on January 16, where Mr. Morgridge met with KCTCS college presidents and faculty leaders in information technology.

Workforce Alliance Initiative
There are currently 26 KCTCS workplace essential skills projects approved for Workforce Alliance funding, representing a $445,137 commitment to serve 1,756 clients. DAEL has agreed to allocate an additional $300,000 of Workforce Alliance funds to KCTCS, which increases the

total Workforce Alliance agreement to $800,000 for colleges to address basic skills deficiencies in the workplace.

Kentucky Employability Certificate
The first Kentucky Employability Certificates (KEC) have been awarded to over 1,200 individuals as a result of workforce training programs in the Owensboro Community and Technical College District and the Somerset Community and Technical College District. These individuals received certificates for scoring at level 4 or higher on the WorkKeys Reading for Information, Applied Mathematics, and Locating Information Assessments.

RESOURCE DEVELOPMENT (SAIL)
KCTCS will seek additional fiscal, physical, and information technology resources and will use all resources effectively and efficiently to serve students.

Ford Foundation Community College Bridges to Opportunity Initiative
KCTCS has received a verbal commitment from the Ford Foundation for an additional $15,000 Supplemental Technical Assistance Grant that increases the Ford Foundation's total commitment to $90,000 for the current planning period. KCTCS will contract with the Center for Adult and Experiential Learning (CAEL) to create and pilot test a tool that will help our community and technical colleges assess their effectiveness in collaborating with other community stakeholders to meet the workforce development needs of low-income citizens. The pilot sites will be in Louisville and Hazard.

Working Connections Program
Kentucky was selected as one of 10 states to participate in the American Association of Community Colleges, Microsoft, and National Workforce Center for Emerging Technologies Working Connections Program. Through this program, we will be able to offer cutting edge information technology training to 120 KCTCS IT faculty in August 2003.

Major Gifts Campaign - *"Fulfilling the Promise"*
The KCTCS Office of Institutional Advancement continues to implement its Plan of Campaign for system-level, statewide initiatives. The Family Division of the internal campaign is complete with 92 percent of the employees participating. Under the leadership of Regent Martha Johnson, volunteers for the Board Division are in place and are trained. Solicitations are in progress and gifts are being received. The KCTCS System Office Internal Campaign, comprised of the Family and Board divisions, will conclude by the end of February 2003.

President McCall has conducted 13, one-on-one executive awareness sessions with state leaders. Others are scheduled through March. These sessions are designed to increase awareness, cultivate friendships, determine the needs of the prospects, and obtain advice that will enable KCTCS to launch the external phase of the major gifts campaign.

The design for the KCTCS Major Gifts marketing materials is complete. Work continues with Meridian Communications to produce campaign materials for the KCTCS Major Gifts Campaign as well as for districts who are in campaign.

The Owensboro Community and Technical College District has completed its family campaign. The Bowling Green Community and Technical College District has also completed its family campaign with a 96% participation rate. The Hopkinsville Community and Technical College District is the process of concluding its family campaign. Bowling Green, Hopkinsville, and Owensboro board campaigns are in progress. The Madisonville Community and Technical College District will implement its family campaign spring 2003. CEOs of these districts, as well as the Henderson and Madisonville district CEOs, are continuing to conduct executive awareness sessions.

The Maysville Community and Technical College District Feasibility Study findings were presented in December 2002. A campaign objective of $4 million to $5 million was recommended. Ashland, Blue Grass, Big Sandy, Somerset, and Southeast districts will conduct feasibility studies this spring. The remaining districts are scheduled for fall 2003.

Information Technology Update
At the beginning of the spring term, email accounts were provided to all students taking one or more credits at KCTCS colleges. Normal startup concerns with user training and support were encountered and resolved, and improvements made. Over 54,000 students now have active email accounts. The promise of better communications between the institution and students, students and faculty, and students and students is taking place as the colleges are using email to convey information to students collectively and to send them individually grades, schedules, bills, financial aid awards, class rosters, graduation deadlines, and other vital information.

The implementation of PeopleSoft 8.0, the web-based enhancement to the KCTCS Student, Human Resources, and Advancement systems, is progressing on schedule and under budget in partnership with our application service provider, Crestone International. When implementation is completed at the end of the spring term, this new software will provide web-based student registration; student, faculty, and staff self-service features (students: schedules, billing and payment history, on-line address changes; employees: pay statement, benefits lookup and verification; donors: donation history lookup); increased security; intuitive navigation with a web-browser; email-based communication; and direct access to much more information than has been previously available.

With the implementation of PeopleSoft 8.0, Community Economic Development staff at all colleges will begin use of a new enhancement to the KCTCS Student System that aids management of non-credit programs and simplifies entry of these programs and events. This enhancement will aid colleges in managing their non-credit programs and will provide a central repository of information about such programs, accessible from all KCTCS locations.

In communications technology, a "voice over internet protocol" (VOIP) telephone system is now being implemented at all Owensboro Community and Technical College locations. VOIP provides single telephone number access for all locations of a college and free long distance among all KCTCS locations. Other VOIP projects are in the planning stages in the West Kentucky district and at the KCTCS System Office.

A new information technology initiative to supply low-cost, high quality H323 video to all colleges to extend educational offerings and to enhance long distance conference capabilities is

in its early stages. Plans are to have at least one such facility operating in each district and multiple facilities for certain high impact programs by the end of this calendar year.

Budget Reduction Implementation
On January 27, 2003, President McCall informed the System leadership that KCTCS would immediately implement a series of cost saving measures to reduce expenditures in anticipation of a potential state appropriation reduction. President McCall has shared the outline of these measures with the Board of Regents by email on January 30, 2003.

UNIFIED SYSTEM of COLLEGES and PUBLIC RECOGNITION (SAIL)

KCTCS will be a unified system of comprehensive community and technical colleges, recognized as a state and national leader in postsecondary education.

Accreditation Update
The 2002 Annual Meeting of the Commission on Colleges of the Southern Association of Colleges and Schools was held in San Antonio, Texas, on December 8-10, 2002. Actions taken at the meeting included the reaffirmation of Jefferson Community College and acceptance of the substantive change prospectus for the pursuit of single accreditation and consolidation for:

- Ashland Community College and Ashland Technical College.
- Paducah Community College and West Kentucky Technical College.
- Prestonsburg Community College and Mayo Technical College

Best Practices in Enrollment Management
A presentation entitled *Lessons Learned: The KCTCS Best Practices in Enrollment Management* was given at the Louisiana two-year colleges marketing and recruiting workshop.

Changing Lives Campaign Update
The Changing Lives marketing campaign for spring 2003 includes new interstate and local billboards as well as radio ads that will air in March and April. The campaign will renew in July and August for the fall enrollment push. The campaign provides flexibility by allowing for local information to be inserted in the ads.

OTHER HIGHLIGHTS:

Strategic Planning Process Update
A strategic plan workgroup has been created comprised of representatives from each college district. The workgroup has formed six regional teams that will report on environmental scan issues – the environment, education, politics, technology, social, demographic, and economic concerns. The report will be completed May 2003 and will provide information for the development of the 2005-2010 Strategic Plan.

Additionally, the existing priorities in the *KCTCS Strategic Plan 2000-2005, July 2002 Edition,* are currently under review by the Board of Regents, faculty, and staff. Their recommendations will be sent to the President's Leadership Team for review and endorsement. The outcome will be newly revised 2003-2005 priorities.

Council on Postsecondary Education (CPE) Meeting Update
At the February 3, 2003, meeting, the CPE agenda included the following items of interest to KCTCS:

- **Action – Endorsing Partners for Kentucky's Future Resolution –** A group of educational leaders have joined together to push for the continuation of reform at all levels of education in Kentucky. The resolution asserts the goals of the group. The resolution is attached.
- **2002-04 Budget Update and FY '03-'04 Budget Reduction** – CPE was updated on the events leading to the development of the contingency plans for reductions of 2.6 percent in 2002-03 and 5.2 percent in 2003-04 for postsecondary education.
- **2004-06 Funding Methodology and Points of Consensus – Budget Calendar** – After being presented to CPE, the Points of Consensus are on the agenda of the March 3, 2003, Strategic Committee on Postsecondary Education (SCOPE).
- **Trust Fund Reports –** CPE received reports presented collectively that integrated program outcomes and finances, as evidence that the trust funds are advancing the goals of reform.
- **Institute for Effective Governance Update –** The event will be held May 19-20, 2003, with an agenda that addresses the topic of board/president relations, including presidential evaluations and compensation.
- **Progress Report on Key Indicators –** Indicators for KCTCS were 2.1 (undergraduate enrollment), 3.1 (one-year retention rates for first-time freshmen), 3.3 (transfers to Kentucky four-year institutions), and 3.4 (average number of credit hours transferred). KCTCS received "green lights" on indicators 2.1, 3.1, and 3.4 for meeting or exceeding 2002 goals in each indicator. KCTCS received a "yellow light" in indicator 3.3 since the number of transfers increased over the 2001 level but fell short of the 2002 goal. The report distributed at the meeting is attached.
- **Kentucky Plan for Equal Opportunity 2003 Degree Program Eligibility** – College objectives are being reviewed in light of consolidation and mergers; however, since eligibility for 2003 is based on fall 2001 data, all colleges are still listed separately. KCTCS community colleges had 10 out of 13 automatically eligible, and three colleges require a waiver for new programs. Technical colleges remained much the same: one college (Gateway) qualified for automatic eligibility, 10 colleges retained the same eligibility status, and four declined in the number of objectives achieved.

KCTCS Classification and Compensation Plan
Questions and Answers

1. *What is the purpose of the classification and compensation study?*

    KCTCS wants to develop a classification and compensation plan that is competitive within the market in order to attract and retain quality faculty and staff. KCTCS also wants to develop one classification and compensation plan that will benefit all colleges, staff and faculty by consolidating the current grades/ranges into one systemwide classification and compensation plan. The Mercer Human Resource Consulting group will compare KCTCS with other public postsecondary education institutions and other companies in general industry where appropriate for comparison of salary ranges and best practices.

2. *What are the components of the classification and compensation study?*

    (a) Planning and data collection – Mercer has and will continue to review background information regarding KCTCS relating to structure, operations, pay philosophy, and current pay programs/practices.
    (b) Analysis and evaluation of current programs – Mercer is analyzing current salaries, job evaluation methodology, existing pay grades and ranges, current classifications and titles, and existing job documentation.
    (c) Recommendations to be presented by Mercer.
    (d) KCTCS analysis of recommendations will be shared with PLT and Board of Regents.
    (e) Implementation as appropriate given resources available from KCTCS and legislature.

3. *What are the anticipated outcomes for the classification and compensation study?*

    (c) Standardized compensation policies
    (d) Competitive pay ranges
    (e) Consistent use of job titles and associated pay ranges
    (f) Compensation/classification system that can respond to college needs as a system and that can be utilized in all of our personnel systems.
    (g) Implement with no reduction in salary for any employee

4. *What group of KCTCS employees will be covered by the classification and compensation study?*

    The scope of this study is for all regular status KCTCS staff and faculty.

5. *Will this change my personnel policy?*

    No. The implementation of a new classification and compensation plan will not change the personnel policy you are now under.

6. *When will the implemented compensation/classification plan changes be effective?*

The new classific ation component is scheduled to be effective as of July 1, 2003. Faculty and staff will continue to receive additional communication regarding the study and all faculty and staff will be notified of any title changes or salary adjustments resulting from this phase of the study. Complete implementation of the compensation component is contingent upon available funding.

7. *Did KCTCS faculty and staff have an opportunity for input into the new classification and compensation study?*

Mercer conducted three (3) focus group sessions to gather input from KCTCS faculty and staff regarding classification and compensation issues that are taken into consideration for developing the new classification and compensation plan. In addition, Dialogue Forums were held at five colleges across the state and at the System Office to present information regarding the classification and compensation program and practices study, along with gathering employee observations and comments. Also, a survey was conducted to gather feedback from faculty and staff regarding opinions on issues relating to the new compensation and classification system.

8. *How will the new compensation and classification plan be used by the colleges?*

The new compensation and classification plan will be a guide for all compensation and classifications decisions. The plan will contain flexibility in order to adjust to special situations and will be reviewed on a regular basis once implemented.

9. *How will the new salary grades and ranges be developed?*

Mercer will develop new salary grades and ranges based on competitive wages within the recruiting market. Mercer will build a salary range based on the market rate for positions.

10. *Will faculty and staff be guaranteed a salary increase as a result of the new classification and compensation plan?*

No. However, there may be certain instances where a salary increase is warranted such as when salaries are below the new salary range minimum. A key portion of this study is to assess the financial implications so we can determine what increases may be awarded.

11. *Will the new classification and compensation plan provide reductions in salary?*

No, there will be no reductions in salary as a result of the new classification and compensation plan.

12. *What is the significance of my job title changing? Does this imply that titles will change?*

    KCTCS will review all current job titles and job descriptions to consolidate similar positions into one job title, job description, and salary range.

13. *Will all KCTCS jobs be included in the market pricing exercise?*

    Mercer will market price approximately 75 KCTCS benchmark positions – all other positions will be placed into the grades/ranges by comparing job requirements and responsibilities to these benchmarks.

14. *What resources will Mercer utilize for market pricing?*

    Mercer will utilize existing published survey information contained in their survey library. Mercer has also developed a custom survey to gather job data and pay practices from peer community and technical college systems.

15. *How will I know that my position was correctly market priced?*

    Each employee will complete a Job Analysis Questionnaire, which will contain individual job requirements and responsibilities. These questionnaires will be reviewed and evaluated in order to consolidate job titles and to place positions into the appropriate salary range.

16. *Will the new compensation plan eliminate or modify any positions?*

    No positions will be eliminated nor modified as a result of the new compensation plan.

17. *Will there be ladders in this classification and compensation program for promotional opportunities?*

    The structure will enable faculty and staff to fully assess the promotional opportunities.

RESOLUTION
PARTNERS FOR KENTUCKY'S FUTURE

PROLOGUE

The levels of education in Kentucky – early childhood, elementary and secondary, postsecondary, and adult – represent a continuum of opportunity for all Kentuckians. Each part relies upon and reflects the progress achieved by the others. As a result, all rise with the success of each, just as all falter when one is diminished. To ensure economic success and a high quality of life for its citizens, Kentucky must sustain its commitment to this continuum of education and build on the positive momentum created by its forward-looking actions of the past. The Partners for Kentucky's Future are committed to continuing the improvement of education at all levels.

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WHEREAS, Kentuckians' economic future and quality of life will be determined by the quality of the education the state provides for its citizens; and

WHEREAS, education is a fundamental right of every child under the Constitution of the Commonwealth of Kentucky; and

WHEREAS, the Kentucky General Assembly and the Governor are to be commended for their commitment to and support of all levels of education; and

WHEREAS, Kentucky has been widely recognized for making extraordinary progress in all aspects of education over the past decade; and

WHEREAS, this educational progress was accompanied by vastly increased accountability to the public by making education more efficient and effective, and by shepherding public investments carefully; and

WHEREAS, Kentucky revenue is substantially below expected levels for fiscal years 2003 and 2004; and

WHEREAS, public officials forecast substantial cuts in funding for essential programs for 2003 and 2004; and

WHEREAS, a reduction in Kentucky's investment in early childhood education, elementary and secondary education, postsecondary education, and adult education will stifle continued progress, harm children and adults seeking education, and devastate efforts to improve the prospects of all Kentuckians;

Now, THEREFORE, be it resolved that we, the Partners for Kentucky's Future, call on the Governor and the General Assembly to provide the funding required to maintain Kentucky's educational momentum and not to retreat by cutting Kentucky's investments in education.

The Governor and General Assembly are further called upon to identify revenue sufficient to maintain Kentucky's current education investment and to strengthen that investment to provide Kentuckians with an adequate educational system for the next decade and beyond.

The Governor and General Assembly are further called upon to:

- provide funding adequate to fulfill the commitments made in House Bill 940 (1990) and to ensure that resources are adequate for public schools to attain the required goal of proficiency by 2014 and to meet the needs of all Kentucky children and young people;
- provide funding that will fulfill the objectives of the Postsecondary Education Improvement Act of 1997 (House Bill 1) and the Kentucky Innovation Act of 2000 (House Bill 572), especially increasing undergraduate enrollment in Kentucky to 240,000 by 2015, improving retention and graduation rates, and strengthening Kentucky's ability to succeed in the knowledge-based economy;
- sustain the commitment of Senate Bill 21 (1998) to allocate lottery revenues for need-based financial aid and scholarships for eligible Kentucky students and to fund literacy programs;
- provide funding so that 100,000 adults by 2004 and 300,000 adults by 2010 can be provided with adult basic education, family literacy, GED, English as a Second Language, and workplace skills training as envisioned in the Adult Education Act of 2000;
- continue to commit 25 percent of Phase I tobacco settlement funds for early childhood programs and adequately fund those programs as envisioned in House Bill 583 and House Bill 706 (2000) to achieve the state's goals of reducing the number of low birth-weight babies, increasing the number of children receiving health services, expanding assistance for new parents, and improving the quality of early care and education to make sure children arrive at school ready to learn.

Done this day, January 22, 2003, at Frankfort, Kentucky.

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Kentucky Council on Postsecondary Education

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Progress Report on Key Indicators

Updated results for the council's key indicators show that we continue to make significant progress toward reform. Newly available data allow results to be reported for seven indicators under questions 1, 2 and 3.

Highlights include:

Question 1: Are more Kentuckians prepared for postsecondary education?

- Figures for indicator 1.5, the number of college-level courses per 1,000 juniors and seniors, are calculated using two important measures: the number of AP exam scores of 3 or better (the score typically required to receive college credit) and the number of high school students enrolled at a Kentucky college or university. In 2000-01, there were 124.8 students enrolled in college-level work for every 1,000 high school juniors and seniors in Kentucky. This number rose dramatically in 2001-02 to 219.5 students. While the number of AP scores of 3 or better rose to 7,112 in 2002 (a 10.8 percent increase), the bulk of the increase for indicator 1.5 came from dual enrollment. In 2000-01, 4,554 high school students enrolled in a state-supported postsecondary institution. That number more than doubled in 2001-02 to 11,040. A significant proportion of the increase in dual enrollment occurred at the community and technical colleges. Using the traffic light evaluation system, the light for this indicator remains green, indicating the system exceeded the 2002 goal.

The light for question 1 as a whole remains yellow, indicating "some progress" in our efforts to prepare more Kentuckians for postsecondary education.

Question 2: Are more students enrolling?

- Undergraduate enrollment continued to increase at the statewide level, rising nearly 5 percent to 193,638 students in fall 2002. Undergraduate enrollment increased at nine of the public postsecondary institutions and at the independent institutions. Seven institutions (Morehead, Murray, Northern, University of Kentucky, Western, the Kentucky Community and Technical College System, and Lexington Community College) exceeded their 2002 enrollment goals. Although the University of Louisville's goal is to decrease

undergraduate enrollment, their enrollment levels also increased slightly. In recognition of their contribution to overall enrollment levels, the University of Louisville has also been assigned a green light for this indicator. The systemwide light for indicator 2.1 remains green. In fact, the state exceeded not only the 2002 goal but the 2003 goal as well.

- Graduate and first professional enrollment also exceeded the 2002 goal for the system, rising to 23,127. Five universities (Eastern, Northern, University of Kentucky, University of Louisville, and Western) exceeded their goals for 2002. The systemwide light for this indicator remains green. (Indicator 2.2).

- The percentage of GED completers enrolling in postsecondary education rose between 2001 and 2002. The proportion of 1999-2000 GED completers who enrolled in a Kentucky college or university within two years was 17.8 percent, an increase of nearly 8 percent over the college-going rate for the previous GED cohort. The 2002 goal for indicator 2.9 was 15 percent. The light for this indicator remains green, indicating that the system exceeded the 2002 goal.

Results are now available for eight of the nine indicators under question 2. Of these, seven systemwide indicators are assigned green lights, indicating strong performance under this question.

Question 3: Are more students advancing through the system?

- We have made progress in retaining more students -- a key measure for continuing the momentum of reform. As we continue to provide access to all students, the council and the institutions have been working harder to retain them. According to the definition adopted by the council in March 2002, first-time students are considered retained if they return to their native institution, enroll in any other Kentucky public or independent institution, or graduate by the following fall semester. Between 2001 and 2002, the retention rate for the entire system rose from 65.9 percent to 68.3 percent. Retention rates rose at six institutions. Furthermore, Northern, the University of Kentucky, the University of Louisville, Western, and the KCTCS exceeded their 2002 retention rate goals. The systemwide light for this indicator changes from yellow to green, indicating good progress since 2001. (Indicator 3.1).

- The number of community and technical college transfers increased in 2002. The number of students transferring from the KCTCS and

LCC to any Kentucky public or independent four-year institution rose to 2,877, an increase of 5.3 percent. The public universities enrolled 2,409 transfer students from the community and technical colleges in 2002, an increase of 2.2 percent. The number of transfers at three institutions (University of Louisville, Western, and LCC) rose sufficiently to exceed their 2002 goals. While the number of transfers in to Kentucky State and the University of Kentucky decreased slightly compared to 2001, their levels remained above their 2002 goals. The systemwide light for this indicator changes from yellow to green, indicating good progress. (Indicator 3.3).

- Indicator 3.4 measures the average number of credit hours transferred by students transferring from the KCTCS and LCC to a public university. The goal for this indicator is for the average hours to increase or remain steady. 2002 results show that the average number of credits transferred decreased at both the KCTCS and LCC. The light for indicator 3.4 is red, indicating no progress.

The system continues to make good overall progress in advancing students. Results are available for five systemwide indicators under question 3; four of these indicators are assigned green lights.

Both the system and individual institutions have exceeded many of the goals established for 2002 and beyond. Over the next several months, the council staff will work with the institutions to develop recommendations for new goals that reflect the strong performance in 2002.

More detailed information -- including results by institution and an updated traffic light report — can be found below:

Institutional Traffic Light
System Traffic Light
Average Number of Credit Hours Transferred

Staff preparation by Christina Whitfield

Key Indicators of Progress

toward

Postsecondary Reform in Kentucky

February 2003 - Progress Report
Available Results by Institution

2. Are more students enrolling?											
Postsecondary Enrollment											
1. Number of undergraduates	*	🟡	🔴	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢
2. Number of graduates/ professionals	*	🟢	🔴	🔴	🔴	🟢	🟢	🟢	🟢	⚪	⚪
3. Are more students advancing through the system?											
Persistence and Completion											
1. One-year retention rates of first-time freshmen	*	🔴	🔴	🟡	🔴	🟢	🟢	🟢	🟢	🟢	🔴
3. Number of community and technical college transfers	*	🔴	🟢	🟡	🔴	🟡	🟢	🟢	🟢	🟡	🟢
4. Average number of credit hours transferred	*	⚪	⚪	⚪	⚪	⚪	⚪	⚪	⚪	🔴	🔴
Graduation											
6. Six-year graduation rates of bachelor's degree students		🟢	🟢	🟢	🟢	🟢	🟢	🟢	🔴	⚪	⚪
7. Five-year graduation rates of transfer students		🟢	⚪	🟢	🟢	🔴	🟢	🟡	🔴	⚪	⚪
5. Are Kentucky's communities and economies benefiting?											
Research and Development											
6. Total extramural R & D expenditures		⚪	⚪	⚪	⚪	⚪	🟢	🟡	⚪	⚪	⚪
7. Federal R & D expenditures		⚪	⚪	⚪	⚪	⚪	🟢	🟡	⚪	⚪	⚪

Note: No goal was established for KSU under indicator 3.7 because of small cohort sizes.

* Results updated February 2003

LEGEND

🟢 **Good Progress**   🟡 **Some Progress**   🔴 **No Progress**   ⚪ **Does Not Apply**

Key Indicators of Progress
toward
Postsecondary Reform in Kentucky
February 2003 - Progress Report

🟡 **1. Are more Kentuckians ready for postsecondary education?**.................Some progress

Preparation of Adults

○ 1. Percentage of adults at literacy levels one and two ....Next measurement 2003
○ 2. Percentage of adults with less than high school diploma or GED ....Next measurement 2003

Preparation of Recent High School Graduates

🔴 3. Average ACT scores of high school graduates ....No progress
🔴 4. Percentage of high school graduates taking the ACT ....No progress
🟢 5. Number of college-level courses per 1,000 HS juniors and seniors ....Exceeded goal*
🟡 6. Percentage of high school students completing ACT core coursework ....Some progress
○ 7. High school test scores ....Under development

Affordability (Family Ability to Pay)

🟢 8. Percentage of income needed to pay for college expenses..Met goal

🟢 **2. Are more students enrolling?** ....Good progress

Postsecondary Enrollment

🟢 1. Number of undergraduates (system total) ....Exceeded goal*
🟢 2. Number of graduates/professionals (public universities) ....Exceeded goal*
🟢 3. Number of students enrolled in KYVU credit courses...Exceeded goal
○ 4. Number of "new students" enrolled in KYVU credit courses.........................Under development

College Participation

🟢 5. Percentage of the adult population enrolled in KY colleges......................................Met goal
🟡 6. Percentage enrolled from target counties ....Some progress

College-Going

🟢 7. Percentage of students attending college directly out of high school ....Exceeded goal
🟢 8. Percentage from target counties ....Good progress
🟢 9. College-going rates of GED completers within two years ....Exceeded goal*

🟢 **3. Are more students advancing through the system?** ....Good progress

Persistence and Completion

🟢 1. One-year retention rates of first-time freshmen ....Good progress*
○ 2. One-year retention rates of underprepared students ....Next measurement 2003
🟢 3. Number of community and technical college transfers....................................Good progress*
🔴 4. Average number of credit hours transferred ....Some progress*

Graduation

○ 5. Percentage of adults with a bachelor's degree or higher ....Next measurement 2003
🟢 6. Six-year graduation rates of bachelor's degree students ....Good progress
🟢 7. Five-year graduation rates of transfer students - three-year average ....Good progress

● 4. Are we preparing Kentuckians for life and work? ....Under development

Undergraduate Student Experience

○ 1. National Survey of Student Engagement...Next measurement 2003

Alumni Satisfaction

○ 2. Undergraduate alumni survey results ....No goal

○ 3. Graduate alumni survey results ....Under development 2003

Civic Engagement

○ 4. Undergraduate alumni survey ....No goal

○ 5. National Survey of Student Engagement...Next measurement 2003

Knowledge and Skills

○ 6. Teacher Preparation Programs ....Under development

○ 7. Foundational skills...Under development

● 5. Are Kentucky's communities and economy benefiting?......................Good progress

Employment of Graduates

○ 1. Percentage of college graduates working in Kentucky ....Under development

○ 2. Percentage of out-of-state college graduates working in Kentucky...............Under development

Employer and Community Satisfaction

○ 3. Employer and community satisfaction with KY graduates and completers......Under development

○ 4. Employer and community satisfaction with institutions' support ....Under development

Research and Development

○ 5. Total research and development expenditures per full-time faculty........Next measurement 2003

● 6. Total extramural research and development expenditures ....Good progress

● 7. Federal research and development expenditures ....Some progress

○ 8. Endowments in knowledge-based economy (KBE) areas ....Next measurement 2003

○ 9. Expenditures from endowments and gifts in KBE areas ....Next measurement 2003

○10. Productivity of research space ....Under development

*   Results updated February 2003

LEGEND

● **Good Progress**   ● **Some Progress**   ● **No Progress**   ● **Pending**

Kentucky Council on Postsecondary Education
Key Indicators of Progress toward Postsecondary Reform
Question 3: Are more students advancing through the system ?

3.4 Average Number of Credit Hours Transferred

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Institution	Actual					Goal
	1998	**1999**	**2000**	**2001**	**2002**	**2002**
LCC	51.5	54.0	54.9	59.6	54.5	55.0
KCTCS	50.3	51.2	50.5	50.9	50.1	50.5

Note: Goal is to maintain average while increasing the number of transfers.